

## Line #

1	Public Employer:	<u>Borough of Haddon Heights</u>	County:	<u>Camden</u>
2	Employee Organization:	<u>International Assoc of Firefighters Local #3249</u>	Number of Employees in Unit:	<u>2</u>
3	Base Year Contract Term:	<u>1/1/13 -12/31/15</u>		
4	New Contract Term:	<u>1/1/16 - 12/31/19</u>		

5 ☒ Contract settled without neutral assistance

6 ☐ Contract settled with assistance of mediator

7 ☐ Contract settled with assistance of fact-finder

8 ☐ Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes ☐ No ☐

10	Salary Costs in base year	\$187,445.00
11	Longevity Costs in base year	\$0.00
12	Other base year salary costs	
		\$
		\$
		\$
		\$
	Sum of "Other" Costs Listed in Line 12.	\$0.00
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$187,445.00

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**14 Total Base Salary Cost from Line 13: \$ 87,445.00

	<b>Increases</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
15	Effective Date (month/day/year)	<u>1/1/16</u>	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>		
16	Cost of Salary Increments (\$)	<u>6,814.00</u>	<u>6,829.00</u>	<u>6,845.00</u>	<u>6,862.00</u>		
17	Salary Increase Above Increments (\$)						
18	Longevity Increase (\$)						
19	Total Increased Cost for "Other" Items (\$)						
20	Total Increase (\$) (sum of lines 16-19)	<u>6,814.00</u>	<u>6,829.00</u>	<u>6,845.00</u>	<u>6,862.00</u>		

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$ 27,350.00 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 31.28 % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 7.82 % [Divide percentage on Line 22 by number of years of the contract]

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

←Increases→

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
25	Totals (\$):							

**SECTION VII: Medical Costs****Insurance Costs**

		Base Year	Year 1
26	Health Plan Cost	\$ 16,764.00	\$ 17,748.00
27	Prescription Plan Cost	\$ 5,865.96	\$ 5,865.96
28	Dental Plan Cost	\$ 922.32	\$ 922.32
29	Vision Plan Cost	\$ 419.28	\$ 419.28
30	Total Cost of Insurance	\$ 23,971.56	\$ 24,955.56

Employer: Borough of Haddon Heights

Employee Organization: International Assoc of Firefighters Local #3249

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**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>1,365.65</u>	\$ <u>1,943.00</u>
32	Contributions as % of Total Insurance Cost	<u>5.7</u> %	<u>7.8</u> %

33 Identify any insurance changes that were included in this CNA.

None

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Christie Ehret

Position/Title: CFO

Signature: 

Date: 5/26/17

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
Conciliation and Arbitration  
PO Box 429  
Trenton, NJ 08625  
Phone: 609-292-9898

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